



**DEPARTMENT OF THE ARMY**  
ROCK ISLAND DISTRICT, CORPS OF ENGINEERS  
CLOCK TOWER BUILDING - P.O. BOX 2004  
ROCK ISLAND, ILLINOIS 61204-2004

CEMVR Policy  
Statement #016

CEMVR-PC-C (690-700d)

9 July 1997

MEMORANDUM FOR All Rock Island District Employees

SUBJECT: Labor-Management Relations Policy

1. Title VII of the Civil Service Reform Act of 1978, and the Negotiated Agreement between NFFE and the Rock Island District, provide that all permanent District employees identified as non-supervisory, non-professional general schedule and wage grade, have the right, freely and without fear of penalty or reprisal, to form, join, and assist a labor organization or to refrain from any such activity. To assure compliance with Title VII, all managers and supervisors must observe a policy of absolute neutrality with regard to employee support of, or participation in, a labor organization. Managers and supervisors will not interfere, restrain, coerce, or discriminate for the purpose of encouraging or discouraging membership in any such organization. I have appointed the Human Resources Office to be the principal point of contact in matters pertaining to Labor-Management Relations.

2. A constructive, cooperative relationship between labor organizations and management is essential to the effective operation of the District. Experience has shown that employee participation in the formulation and implementation of personnel policies and practices affecting the conditions of their employment can be a useful aid to management. I wish to express my personal commitment to the principles of collective bargaining and pledge my support to the maintenance of the cooperative relationship which has been established in the District between labor representatives and management.

//s//

JAMES V. MUDD  
Colonel, EN  
Commanding

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